



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Senior Labor Relations Manager
Karen Short, Senior Human Resources Analyst, Human Resources
Gary Buchanan, Director, Human Resources
COPY: City Council and City Clerk
SUBJECT: Resolution – Authorize execution of a Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit – March 9, 2021
DATE: February 18, 2021

SUMMARY AND PURPOSE:

A resolution authorizing the adoption of a Collective Bargaining Agreement as negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit, effective January 1, 2021, through December 31, 2021.

BACKGROUND:

The resolution will authorize the execution of the Collective Bargaining Agreement negotiated with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit, effective January 1, 2021 through December 31, 2021.

The agreement is for one year, and covers approximately 10 budgeted, full-time equivalent positions, and is scheduled for consideration by the Public Utility Board as a resolution on February 24, 2021. It provides for a general wage increase of 1 percent, retroactive to January 1, 2021. Language is also included for the classifications of Fire Electrician Maintenance Supervisor (CSC 5271) and Traffic Field Operations Supervisor (CSC 5276) only, if the collective bargaining agreement with the IBEW, Local 483, Tacoma Power Unit, provides for a greater general wage increase than 1 percent for 2021, these classifications will receive an equivalent general wage increase, effective April 1, 2021, to prevent possible compression issues with the employees they supervise that are covered by the Tacoma Power Unit CBA.

Other changes to the agreement include clarifying language in Article 2 – Union Recognition and Dues Deductions, regarding the employment status of City employees who are part of the Union, and may desire to act as the Union Business Manager/Representative; and changes to reflect legal requirements based on the Janus v. AFSCME Council 31 court case; updates to the language in Article 7 - Non-Discrimination; and changes in Article 8 – Grievance Procedure, to add language regarding an optional grievance mediation step to the procedure..

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The agreement has been reached with the International Brotherhood of Electrical Workers, Local 483, Supervisors’ Unit, and has been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: Moderate Opportunity

Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City funds.



ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
Do not approve execution of the Collective Bargaining Agreement	N/A	unknown

EVALUATION AND FOLLOW UP:

STAFF/SPONSOR RECOMMENDATION:

Authorization from the City Council by resolution is required to authorize execution of the Collective Bargaining Agreement with the International Brotherhood of Electrical Workers, Local 483, Supervisors' Unit.

FISCAL IMPACT:

Fiscal impact information will be provided by the Office of Management and Budget. Department Directors will be responsible for adhering to their overall levels of appropriation.

What Funding is being used to support the expense?

Participating departments will be responsible for continuing costs.

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

Yes

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Collective Bargaining Agreement